



Frequently Asked Questions Instructional TSIA Ratification 2026

Important facts that you need to know:

What is the Teacher Salary Increase Allocation (TSIA) money and why does it matter?

TSIA legislation was originally created by the Florida Legislature in 2020. According to press releases at the time, the intent was to provide “historic raises” to teachers and to make, *“the single largest teacher compensation increase ever in Florida and a statement to the nation that Florida is elevating the teaching profession.”* However, the legislation created a strict formula that was used for the distribution of the funding and only allowed for a portion of the funds to be given to mid-career and veteran teachers. It also required local school districts to work to raise the starting salary of teachers to \$47,500. This was the beginning of the extreme salary compression that has resulted in the narrowing of the salary gap between newly hired teachers and experienced, veteran teachers.

Fast forward to 2026, this year the members of the Florida Legislature have attempted to address the salary compression issue by creating the requirement that the TSIA money must be given to full-time classroom teachers (as defined in the statute) and certified prekindergarten teachers funded in the Florida Education Finance Program with at least ten years of full-time teaching experience in a Florida public school. This requirement leaves out about half of the instructional personnel working in Volusia County Schools. Our media specialists, Academic Coaches, School Counselors, School Social Workers, Resource teachers, and many others are not included in the definition of “classroom teacher” according to [Florida Statute Section 1012.01\(2\)\(a\)](#). Therefore, the money to fund salary increases for them must come for the District’s General Fund. For additional information on the history of the TSIA legislation, click [HERE](#).

Have VUE and the District reached an agreement on salary increases?

Yes and no. Your union and the district have signed a Memorandum of Understanding (MOU) on the distribution of the TSIA funds. To view the MOU, click [HERE](#). The MOU contains language that states that although an agreement has been reached on TSIA funding, all other negotiations related to benefits, working conditions, and wages unrelated to TSIA are ongoing. This means that we are still working to reach an agreement for our colleagues (about 50% of

instructional personnel in VCS) who are not included in the TSIA funding and on other financial matters.

If I qualify to receive TSIA money how much will I receive?

TSIA law states that no individual shall receive more than \$3,000. Your union negotiated the following payments for those who qualify to receive TSIA. The total cost of funding the tiers below required an additional \$600,000 from the District's General Fund.

Florida Teaching Experience	Amount
10 to 15 Years	\$1,800
16 to 20 Years	\$2,200
21 to 25 Years	\$2,600
26 Years and Up	\$3,000

What will the people who don't qualify for TSIA receive as raises this year?

The proposal below was shared with the District in July. The proposal includes the TSIA funding AND salary increases in the same amounts for personnel with 10 or more years of Florida public school experience. The proposal also provides percentage increases for personnel with less than 10 years of Florida public school experience based upon performance pay. Additionally, the proposal includes a 1% COLA increase for everyone.

Group	Flat Amt	Performance Pay	COLA
Instructional			
TSIA - Classroom Teachers >= 10 Years FL Public			
10 - 15 Years	\$ 1,800		1.0%
16 - 20 Years	\$ 2,200		1.0%
21 - 25 Years	\$ 2,600		1.0%
26 & Up Years	\$ 3,000		1.0%
General - Other Instructional > = 10 Years FL Public			
10 - 15 Years	\$ 1,800		1.0%
16 - 20 Years	\$ 2,200		1.0%
21 - 25 Years	\$ 2,600		1.0%
26 & Up Years	\$ 3,000		1.0%
General - All Instructional < 10 Years FL Public			
	HE	1.500%	1.0%
	E	1.125%	
	GF	1.200%	

What about our retention and longevity supplements, stipends, and advanced degree payments? Are we not getting those payments this year?

The only agreement reached at this point is the TSIA agreement. VUE and VCS are still negotiating all financial matters including proposals that would provide increased contributions for the retention supplement, general supplements, the district monthly medical insurance premium contribution, and other financial improvements. VUE and VCS are about \$1.5 million apart. Your union remains committed to maintaining and improving these salary enhancements as a tool for decompressing salaries. Negotiations are ongoing.

How does all of this impact instructional personnel?

Negotiations this year have been very different from previous years. The creation of “due dates” by the Florida Legislature along with the eligibility restrictions for TSIA funding has resulted in a great deal of confusion. However, you can be confident that your union is advocating for all instructional personnel.

When is the ratification vote?

The ratification vote will be held on Tuesday, September 29 and Wednesday, September 30. Voting will be held at each school. Itinerant instructional staff and/or teachers working at VOL are able to vote at any school or at the VUE office. You will need to complete the attestation form to vote at an alternative site.

What happens if the ratification fails?

If the agreement is not ratified, VUE and VCS will go back to the bargaining table and continue negotiations with the goal of reaching an agreement. However, impasse could be declared. If impasse is declared, we will continue to bargain but will move through the requirements of impasse process, taking our direction from the will of our membership.